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Inside this issue
Success Stories

Garris Grading
Opens New Plant

New DBE Training
Catalog Available

Bonding Education
Program p.2

DBE Provision
Changes p.2

Garris Grading & Paving Opens Plant

Angela Garris, president and owner of Garris Grading & Paving Inc., remembers her first piece of equipment. "It was a PF61," she said. "It was a tiny little paver, but it ran really good. And the guy who sold it to me was so ready to get rid of it, that he threw in the roller too." Garris has come a long way since she sold her insurance agency and opened up a paving company in Greenville, NC in January 2006. On June 12, 2011, she opened the doors to a new asphalt plant in Farmville, NC. [See GARRIS p. 3]



Jesse "Petey" Garris (l) and Angela Garris celebrate at the new Garris Grading & Paving asphalt plant groundbreaking with Town Commissioner Benji Holloman of Fountain, NC.

BOWD Summer/Fall 2011 Training Resource Catalog Now Available to DBEs

The latest edition of the BOWD Training Resource Catalog will be available for DBE firms during the first week of July 2011. Training courses featured in the catalog include:



- Work Zone Supervisor
 - Soil and Erosion Control Certification
 - Flagger Certification
 - QuickBooks training
 - Construction Contractor Development
 - OSHA 10-hour and 30-hour Safety Training
 - Bidding & Estimating
 - Social Media, Websites & Marketing
- DBEs can log on to

www.NCBOWD.com for additional details about course descriptions and registration deadlines.

"Constructive Change"

Norman Vincent Peale said, "Change your thoughts and you change your world."

The new reality in business is built on the foundation of constructive change. Business models and philosophies that thrived a decade ago are no longer relevant in the new economy. Constructive change means adaptability and flexibility; meaningful change. Years ago, technology and highway building didn't have much in common; the focus was machinery and skill. But today, GPS technology, computer-aided design, and real-time computerized software are critical components of competitiveness in the marketplace. Constructive change helps a company stay ahead of the competition and remain relevant in the marketplace. So ask yourself, 'What do I need to "innovate" and change in my business to remain competitive?' If you don't ask this question, your competition will, and then will leave you behind.



Mr. Shelton Russell
BOWD Director



Bonding Education Program Kicks Off in North Carolina



More than 15 small and disadvantaged business started the Bonding Education Program in Raleigh on Thursday June 23, 2011. The program will provide intensive training and assistance to firms seeking to develop their surety bonding capacity for potential projects. The US Department of Transportation (DOT) Bonding Education Program (BEP) is a partnership with the Surety and Fidelity Association of America to help small businesses become bond ready.

The BEP consists of a comprehensive set of all-inclusive workshops designed to address what businesses need to do to become bond-ready, as well as one-on-one sessions with local surety bonding professionals to help in assembling the materials necessary for a complete bond application. This program is tailored to businesses competing for transportation-related contracts.

The Educational Workshops Component offers a set of up to 10 workshops, including an introductory workshop on intake and logistics; eight comprehensive workshops, each of which is designed to provide information to the contractors related to improving their company's operations and thereby making it easier to be bonded or to increase their bonding capacity; and a closing workshop focused on networking and next steps.

The Bond Readiness Component consists of one-on-one interactions with surety bond producers, underwriters and other professionals who work with the contractors on a case-by-case basis in assembling the materials necessary for a complete bond application and in addressing any omissions and/or deficiencies that might deter the successful underwriting of a bond. The BEP is administered in North Carolina by the South Atlantic Small Business Transportation Resource Center (SBTRC). Firms interested in participating should contact Program Director George Jones at gcjones@ncat.edu or (336) 256-2111.

NCDOT Plans to Change DBE Contract Special Provisions

NCDOT recently began a process to revise the DBE Contract Special Provision on construction projects. The purpose of the proposed changes is to improve the participation of DBEs in NCDOT opportunities. Additionally, the proposed changes to the Special Provision will enhance administration of the DBE program.

Primary changes to the DBE Special Provisions will fall into several areas, including: a) Determining good faith efforts by contractors; b) Administering DBE subcontracting in dump truck hauling; c) Administering DBE contract goal achievement and DBE replacement by contractors; and d) Incorporating new USDOT requirements and other DBE program administration priorities.

NCDOT has sought input from key stakeholders such as the Federal Highway Administration, the Carolinas AGC, and several highway contractors from across the state. As the

process continues, NCDOT will host a series of outreach meetings with DBE firms to discuss the proposed revisions, to address questions or concerns about the changes, and to receive input from DBEs across the state.

Proposed meeting locations will be Asheville, Charlotte, Greensboro, Raleigh and Greenville, NC occurring in July 2011. The proposed DBE Contract Special Provisions also will be posted on the NCDOT-BOWD website and publicized through a mailing to all DBE firms.

"We anticipate that these changes to the DBE Special Provisions will encourage prime contractors to list more DBEs for subcontracting opportunities, lessen the burdens on contractors regarding good faith efforts and DBE replacement, and clarify NCDOT requirements regarding dump truck hauling by DBE subcontractors," said State Contractual Services Engineer Terry Canales, P.E.



Garris Grading & Paving Expands Services Statewide in N.C.

[cont'd from p. 1]

Garris Grading & Paving is a North Carolina licensed contractor that provides paving, grading, asphalt, seal coating, patching, paint striping and materials production for commercial and residential projects.

"I have been blessed to work with some good people," Garris said. "But I have to give all the credit to God, because He's been there with me every step of the way." Garris credits her faith in God for the company's survival, and for the recent opportunity to expand.

Six years ago, Garris told her husband to turn in his two-week notice so they could open a paving company and manage their own schedules. 'Are you crazy?' was his response. 'Maybe I am' was hers. However, the husband-wife team agreed that going into business was the best solution for their household. They decided to seize the opportunity and demonstrate their faith. "How can you get through the next door if you can't open the one in front of you?" she asked. Angela said she told her husband Jesse "Petey" Garris, "We can do it. We will do it." Petey Garris had already spent 24 years in the asphalt business working for larger corporations, so handling field operations and plant supervision for Garris Grading & Paving was a natural transition.

Garris said one of the greatest benefits of the recent expansion is the ability to make her own schedule and not have to rely on others to make their product. The growth of the business has given her the opportunity to work *on* the business, not just *in* the business.

One aspect of the company's success has been participation with NCDOT's BOWD to build a solid business



Garris Grading & Paving began operations at the new asphalt plant in Farmville, NC, June 2011.

foundation and put key operations procedures and infrastructure in place. Garris said BOWD has been an important asset because of the resources they have available to assist business owners and the willing team that is available to provide guidance. "You learn so much," she said. Garris Grading & Paving has benefited from the numerous opportunities to attend classes, learn from the instructors, and then return to the office and implement the information and suggestions provided. "I would not be where I am today had I not been in Project Legacy with NCDOT-BOWD."

As a result of working with BOWD, Garris Grading & Paving was able to finalize a solid business plan, present it to a bank, and receive funding to finance their expansion efforts. Garris said, "The individuals with BOWD have meant a lot to me and my business. They're just awesome people to work with."

Angela Garris said, "I'm looking forward to the future. The future looks really good for us. There's no limit to what we can do now. There's no limit."



Success Stories

Creating Successful Opportunities in Business



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